

1                                   **WAGANAKISING ODAWAK STATUTE #2018-XXX**  
2                                   **AMENDMENT TO WAGANAKISING ODAWAK STATUTE # 2008-011**  
3                                   **FAIR EMPLOYMENT – DAMAGE AWARDS**  
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6 **SECTION I. REPEALS AND REPLACES**  
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8 **A. REPEAL.**  
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10                   **SECTION V. REMEDIES BEFORE THE TRIBAL COURT FOR**  
11 **VIOLATIONS BY THE EMPLOYER**  
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13           2.     c.     The total sum of compensatory, punitive damages and/or fines may not  
14 exceed \$50,000, excluding the amount for actual loss of wages.  
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16                   **SECTION VI. REMEDIES BEFORE THE TRIBAL COURT FOR**  
17 **VIOLATIONS BY AN INDIVIDUAL EMPLOYEE OR MANAGER**  
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19           2.     c.     The total sum of punitive damages and/or fines may not exceed \$50,000,  
20 excluding the amount for actual loss of wages from each individual employee and/or  
21 manager.  
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23                   **SECTION VII. REMEDIES BEFORE THE TRIBAL COURT FOR**  
24 **VIOLATIONS BY THIRD PARTIES**  
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26           2.     c.     The total sum of punitive damages and/or fines may not exceed \$50,000,  
27 excluding the amount for actual loss of wages from each individual third party.  
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30 **B. REPLACE.**  
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32                   **SECTION V. REMEDIES BEFORE THE TRIBAL COURT FOR**  
33 **VIOLATIONS BY THE EMPLOYER**  
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2. c. The total sum of compensatory, punitive damages and/or fines may not exceed:

- i. \$50,000 if the respondent has more than 14 and fewer than 101 employees in each of 20 or more calendar weeks in the current or preceding calendar year;
- ii. \$100,000 if the respondent has more than 100 and fewer than 201 employees in each of 20 or more calendar weeks in the current or preceding calendar year;
- iii. \$200,000 if the respondent has more than 200 and fewer than 501 employees in each of 20 or more calendar weeks in the current or preceding calendar year;
- iv. \$300,000 if the respondent has more than 500 employees in each of 20 or more calendar weeks in the current or preceding calendar year.

**SECTION VI. REMEDIES BEFORE THE TRIBAL COURT FOR VIOLATIONS BY AN INDIVIDUAL EMPLOYEE OR MANAGER**

2. c. The total sum of compensatory, punitive damages and/or fines may not exceed:

- i. \$50,000 if the respondent has more than 14 and fewer than 101 employees in each of 20 or more calendar weeks in the current or preceding calendar year;
- ii. \$100,000 if the respondent has more than 100 and fewer than 201 employees in each of 20 or more calendar weeks in the current or preceding calendar year;
- iii. \$200,000 if the respondent has more than 200 and fewer than 501 employees in each of 20 or more calendar weeks in the current or preceding calendar year;

- 1           iv.         \$300,000 if the respondent has more than 500 employees in each of 20 or  
2                     more calendar weeks in the current or preceding calendar year.  
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4           **SECTION VII.         REMEDIES         BEFORE         THE         TRIBAL         COURT         FOR**  
5           **VIOLATIONS BY THIRD PARTIES**  
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7           **2.         c.**         The total sum of compensatory, punitive damages and/or fines may not  
8                     exceed:

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10           i.         \$50,000 if the respondent has more than 14 and fewer than 101 employees  
11                     in each of 20 or more calendar weeks in the current or preceding calendar  
12                     year;  
13           ii.         \$100,000 if the respondent has more than 100 and fewer than 201  
14                     employees in each of 20 or more calendar weeks in the current or  
15                     preceding calendar year;  
16           iii.         \$200,000 if the respondent has more than 200 and fewer than 501  
17                     employees in each of 20 or more calendar weeks in the current or  
18                     preceding calendar year;  
19           iv.         \$300,000 if the respondent has more than 500 employees in each of 20 or  
20                     more calendar weeks in the current or preceding calendar year.  
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22           **SECTION II.         EFFECTIVE DATE**  
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24                     Effective upon signature of the Executive or thirty (30) days from Tribal Council  
25                     approval whichever comes first or if the Executive vetoes the legislation, then upon Tribal  
26                     Council override of the veto.  
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29   **CERTIFICATION**  
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